



EXHIBIT O

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Of
Employee Handbook**

OPEN-DOOR POLICY

Problems are best solved by communication and working together. If you have a job related idea, suggestion or concern, discuss it first with your supervisor. If your concern isn't resolved, take it to your Station/General Manager or Human Resources.

EQUAL EMPLOYMENT OPPORTUNITY & NON-DISCRIMINATION

Employment and advancement opportunities at the Company are based on performance, qualifications, and abilities. Equal opportunity is provided to all without regard to race, color, religion, sex, national origin, age, disability, sexual orientation, gender stereotyping, or any other classification protected by law. This policy applies to all aspects of employment including recruitment, selection, job assignment, compensation, discipline, evaluation, benefits, training, and termination.

If you have questions or concerns about discrimination, take them to your Department Head, Station/General Manager, General Counsel or President. There will be no reprisal. Anyone engaging in unlawful discrimination or retaliation will be disciplined.

POLICY AGAINST HARASSMENT (Including Sexual Harassment)

There is zero tolerance of harassment.

You must report any harassment immediately to your supervisor, Station/General Manager or Human Resources.

The Company is committed to provide and maintain a work environment free of sexual and other unlawful harassment. Harassment is a violation of state law, federal law and Company policy. This applies to all employees at all levels of the Company.

Prohibited harassment includes, but is not limited to, the following:

- unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile, or offensive working environment;
- making submission to or rejection of sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature either explicitly or implicitly a